

**The 2015 EEO DATANET Conference**  
*Building an Interdisciplinary Equal Employment Opportunity  
Research Network and Data Capacity*

May 14-15

EEOC Headquarters  
131 M Street N.E.  
Washington, D.C. 20507

EEOC Training Center Conference Rooms  
(1SE21G, Conference Room #3 and 1SE2G, Conference Room #4)

Conference Overview

The 2015 EEOC Research Conference in Washington DC is part of an NSF-funded EEO Data and Research Network and aims to present research on equal employment opportunity and pay disparities in race, gender, age, and disability status, using both EEOC data and other sources, identify research gaps, generate ideas for future research using EEOC data (EEO-1, EEO-4, EEO-5, lawsuits, complaint filings, and so on) and other data sources that can potentially be linked to EEOC data. The conference will bring together EEOC and Department of Justice Staff and academic scholars who have done important research on these topics both using EEOC data and other unique data sources. This year we will include among our various sessions a panel celebrating the 50th Anniversary of the Civil Rights Act of 1964 and a panel on the 25th Anniversary of the Americans with Disabilities Act of 1990. The EEO Data and Research Network project aims to strengthen ties between the research community in academia and the research function at the EEOC, and to discuss possibilities for deepening data availability and infrastructure for EEOC data users. Participants will also be able to take part in discussions about EEOC data quality and future initiatives that would strengthen our EEO Research and Data Network.

**Conference Session Topics :**

- 1) Opening Remarks by Commissioner of the EEOC Chai Feldblum
- 2) Available and planned EEOC innovations in data collection and archiving
- 3) 50th Anniversary of the Civil Rights Act of 1964
- 4) Disability and the 25th Anniversary of the Americans with Disabilities Act
- 5) Police Force Composition
- 6) EEOC data users reports on their research and issues around the use of EEOC data.
- 7) Discussion of plans for the EEO Data Center for archiving EEOC data, metadata and documentation
- 8) Deepening ties between the research community and the EEOC's enforcement mission
- 9) Closing Reflections on next steps for the EEO DATANET Data and Research Network

With best wishes,

Fidan Ana Kurtulus

*on behalf of the NSF EEO DATANET project team:*

*Donald Tomaskovic-Devey, Professor of Sociology, University of Massachusetts, Amherst*

*Ron Edwards, Director of the Program Research and Surveys Division of the EEOC*

*Fidan Ana Kurtulus, Associate Professor of Economics, University of Massachusetts, Amherst*

*Lee Badgett, Professor of Economics and Public Policy, University of Massachusetts, Amherst*

*Karen Brummond, Project Research Assistant*

## **Thursday May 14th**

### **1) Welcome and Introduction (9:00-9:30)**

Opening Remarks by Commissioner of the EEOC Chai Feldblum **(10 min)**

Introduction to the goals of the conference, the network, and data archive, continued grant funding efforts  
Fidan Ana Kurtulus (UMass Amherst Economics) **(10 min)**

Spencer Lewis (Director of Philadelphia EEOC District Office) "A Historical Perspective on the Establishment of the EEOC"  
**(10 min)**

### **2) Available and planned EEOC innovations and compensation data collection (9:30-9:50)**

Moderator: Ron Edwards

Swati Basal (Director of Sage Computing) "EEOC Pay Pilot" **(10 min)**

Marika Litras (Director of Division of Program Operations, OFCCP) and Robert LaJeunesse (Branch Chief of Expert Services, OFCCP) "Current Regulatory Proposals for Collecting Pay Data from Federal Contractors" **(10 min)**

### **3) EEO Data Users: Workplace Race and Gender Composition (10:00-10:45)**

Moderator: Lee Badgett (UMass Amherst Economics/Public Policy)

Fidan Ana Kurtulus (UMass Amherst Economics) "Employment Composition Impacts of Affirmative Action Law Changes Using EEO-4 Data" **(10 min)**

Matt Huffman (UCalifornia Irvine Sociology) "Race and Gender Occupational Segregation using EEO-1 data" **(10 min)**

Brinck Kerr and Will Miller (UArkansas Political Science) "Can EEO-4 and EEO-5 Data Be Used to Evaluate Interethnic Competition For Public Sector Jobs? Some Suggested Measurement and Modeling Strategies" **(10 min)**

### **Coffee Break (10:45-11:00)**

### **4) Session Celebrating the 50th Anniversary of the Civil Rights Act of 1964 (11:00-11:55)**

Moderator: Fidan Ana Kurtulus (UMass Amherst Economics)

Joni Hersch (Vanderbilt Law) "Legacy of Title VII of the Civil Rights Act of 1964 and Historical Overview of Impacts" **(13 min)**

Harry Holzer (Georgetown Econ/Public Policy) "Employer Surveys: What Have They Taught Us About Race/Gender Effects in Hiring?" **(13 min)**

Kenneth Couch (UConn Econ) "Black-White Wage Evolution in the aftermath of CRA1964" **(13 min)**

Kevin Stainback (Purdue Sociology) "Using EEO-1 data to Document Desegregation Since the Civil Rights Act" **(13 min)**

### **5) Session Honoring the 25th Anniversary of the Americans with Disabilities Act 12:00-1:00**

Moderator: Liza Conyers (Penn State Education)

Brian McMahon (Virginia Commonwealth University) "An Overview of the National EEOC ADA Research Project at VCU" **(10 min)**

Sarah Von Schrader (Cornell Industrial and Labor Relations) TBA **(10 min)**

Susanne Bruyere (Cornell Industrial and Labor Relations) TBA **(10 min)**

Linda Barrington (Cornell Industrial and Labor Relations) TBA **(10 min)**

Lisa Nishii (Cornell Industrial and Labor Relations) TBA **(10 min)**

### **Lunch 1:00-2:15**

#### **6) Session on Police Force Composition 2:15-3:35**

Moderator: Lisa Torres (EEOC)

Justin McCrary (UC Berkeley Law) "The Demographic Composition of U.S. Police Departments: Updates and Comparisons" **(10 min)**

Don Tomaskovic-Devey (UMass Amherst Sociology) "Data Based Diagnoses of Racially Biased Policing " **(10 min)**

Amaila Miller (U Virginia Econ) "'Female Officers and Police Quality'" **(10 min)**

Philip Cohen and Moriah Willow (UMaryland Sociology) "The racial composition of police and fire departments in local labor market context" **(10 min)**

Letian Zhang (Harvard Sociology) "EEO Policies--What works, what doesn't" **(10 min)**

Johnathan J. Smith (Senior Counsel, Office of the Assistant Attorney General, Civil Rights Division, U.S. Department of Justice) "Report on Barriers/Best Practices Regarding Police Department Diversity" **(10 min)**

### **Break 3:35-3:45**

#### **7) EEOC Data Users: Discrimination , Occupational Segregation and Pay Inequality 3:45-5:00**

Moderator: Ashanti Edwards (EEOC)

Vincent Roscigno (Ohio State Sociology) "The Benefits of Using Original Charge Complaints to Study Discrimination" **(10 min)**

Blair Druhan Bullock (Vanderbilt Law) "The EEOC's Effect on the White/Black Wage Gap" **(10 min)**

Pauline Kim (WashU Law) "EEOC's litigation activities using charge data" **(10 min)**

Flannery Stevens (U Utah Management) "Community Matters: Uncovering the Societal Mechanism Undergirding Workplace Inequality" **(10 min)**

### **Conference Dinner TBA**

### **Friday May 15th**

#### **8) Discussion 9:00- 11:30**

Moderator: Don Tomaskovic-Devey (UMass Amherst Sociology)

Discussion of plans for the EEO Data Center for archiving EEOC data, metadata and documentation; RIDIR

Deepening ties between the research community and the EEOC's enforcement mission

Closing Reflections on next steps for the EEO DATANET Data and Research Network

By Don Tomaskovic-Devey, Fidan Ana Kurtulus, Ron Edwards, Lee Badgett, and EEOC staff members Morgan Walls-Dines, Kelly Trindel, Bliss Cartwright

**Notes: The Moderator of each session will introduce the session speakers and say a few words about their backgrounds, and keep track of time. Each session has built into it a few extra minutes for questions from the audience at the end of the session.**